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ABSTRACT

The objectives of the Australian Library and Information Association (ALIA) are to: promote and improve services of libraries and other information agencies; improve the standard of library and information personnel and foster their professional interests and aspirations; represent the interests of members to governments, other organizations and the community; and encourage people to contribute to the improvement of library and information services by supporting the ALIA. This annual report for 1996 contains the following information: membership; education and training; industrial relations; awards; publishing; association finances; ALIAnet; indigenous people in the sector; branch reports; ALIA Centennial Conference; Australian Library Week; and 1996 calendar of ALIA events. Financial statements for 1996 are also included and an appendix provides detailed income and expenditure by program. Included inside the front cover are 1996 achievements and highlights. (AEF)

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Annual REPORT 1996

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Australian
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1996 achievements and highlights

The inaugural Australian Library Week Oration

Sir Anthony Mason delivered the inaugural Australian Library Week Oration, a speech titled 'Reading the future'. Both the event and his speech received wide media coverage and helped to significantly increase the profile of Australian Library Week.

The ALIA Centennial Conference

Celebrating 100 years of library conferences, the Association hosted an extremely successful biennial conference in Melbourne.

Finances in a strong position

The Association continues to be in a sound financial position, recording a surplus of $360 550. A significant proportion of this surplus is held in conference and division accounts.

Public online services funding

$2.2 million was allocated to the Online Public Access Initiative (OPAI) in the 1996/97 Federal Budget — allowing local, state and territory governments to forge ahead in the development of online networks.

(cover) Sir Anthony Mason delivering the inaugural Australian Library Week Oration at the State Library of NSW; (below) Recipient of the 1996 Redmond Barry Award, Barry Jones (r), being congratulated by Gough Whitlam at the presentation held in ALIA House, Canberra

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Australian Library and Information Association

Annual report 1996

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Statement from the president

Full descriptions of Association activities for the year and their financial implications are set out in this annual report.

For me, personal highlights were: having the opportunity to meet so many ALIA members making such an impressive contribution to the Association, the experience of dealing at first hand with the professionalism of executive director Virginia Walsh and the ALIA National Office staff, and involvement with the Centennial Conference here in Melbourne.

I really appreciate how much work is being done with so much enthusiasm in so many fields [and] in the co-operative spirit which is the hallmark of the library sector, in ensuring that the benefits of these efforts are shared as widely as possible.

It is one thing to be aware of how dependent the Association is on the work of its members, but it was not until I had visited most state branches and many other sections and groups around the country that I really appreciated just how much work is being done with so much enthusiasm in so many fields — from mentoring, to lobbying, to continuing professional development, to work with other information professionals, to sharing knowledge and skills in the application of new technology, to getting to know our markets and the community better — and importantly — in the co-operative spirit which is the hallmark of the library sector, in ensuring that the benefits of all these efforts are shared as widely as possible.

It is also a pleasure to realise how well-regarded we are in the community. Early in the year we enjoyed the success of Australian Library Week and the very well-received Australian Library Week Oration. Sir Anthony Mason took a stand on principles of copyright which was an important step in the debate from the library point of view. The pleasure was that he was so willing to be involved and to work with the library community. Similarly, at the end of the year, one of my last very pleasant tasks was to present the Association's Redmond Barry Award to Barry Jones, long-term friend and supporter of the library sector, who was obviously delighted with the recognition and who is clearly passionate about libraries.

On both of these occasions, and many others throughout the year, I felt very proud of the image that the Association presents. At the March ALIA General Council meeting Virginia had arranged a presentation for Council members and Branch presidents on the role and work of the ALIA National Office. The presentation not only emphasised the wide range of work undertaken, but also the enthusiasm and professionalism of the presenters: the ALIA National Office senior staff.

The Centennial Conference in October was the culmination of four years work by local organisers. A strengthening role for specialist conferences means that lower attendances can now be expected at the biennial conference, but even with these lower numbers, the conference was financially very successful for ALIA.

1996 was also notable for work done on future planning for our Association, which will provide an ideal platform for us to go into the joint project planned for 1997, with the Australian Council of Libraries and Information Services and the National Library of Australia, to plan for the future needs of the sector generally. I hope that we can work to develop structures and a focus which will retain the very best of what we have in ways which will be flexible enough to meet the challenges of the future.

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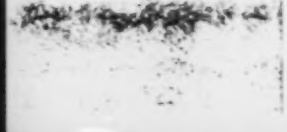

Helen Tait
President 1996

ALIA at a glance

Established in 1937 as the Australian Institution of Librarians, the Association assumed the title of the Library Association of Australia in 1949, and in 1989 adopted the name of the Australian Library and Information Association, in recognition of the broadening scope of the profession. With a national office in Canberra, and office bearers throughout Australia, the Association is a national organisation with both geographic and interest groupings (divisions).

The Association's role

The objects of the Association are to:

- Promote and improve the services of libraries and other information agencies;
- Improve the standard of library and information personnel and foster their professional interests and aspirations;
- Represent the interests of members to governments, other organisations, and the community; and
- Encourage people to contribute to the improvement of library and information services by supporting the Association.

The structure of the Association

The Association's organisation allows representation from all areas of interest to ensure that all views and interests are represented in the decision-making process. Policy is determined by ALIA General Council, an elected body, with input from the Association's divisions and members. The executive director and staff of ALIA's National Office implement these policies.

However, the Association exists and pursues its objectives largely through the voluntary efforts of its members, achieved via representation at local, regional and national level. There is a branch of the Association in each state and territory. In addition, regional groups, sections and special interest groups represent and foster a broad range of interests, specialisations, and community activity.

Much of the focus within the Association is on education, training, continuing professional development, advocacy, industrial support and advice, and the development of strong lines of communication through a wide range of publications, promotions such as Australian Library Week, and a comprehensive collection of seminars and conferences.

Who can be a member of the Association?

ALIA welcomes as members any individual or institution interested in promoting the objects of the Association. In December 1996, the Association had more than 6400 personal and 1600 institutional members, both groups composed of a variety of categories of membership.

Membership application forms are available from ALIA National Office.

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The year in review

In 1996 *Reading the future* was the theme for the ALIA Biennial Conference and Australian Library Week. Since the library and information sector is experiencing such profound change in all areas of endeavour it is essential that a valiant attempt be made at shaping its destiny. That can only be done if there is an appreciation of the social, political and economic environment and where it is headed. It is in the new age of convergence that the library sector is becoming aware of the threats from related professions to the services traditionally provided by its librarians. However, software engineers and telecommunications developers are not in the business of organising, storing and providing access to information. Nevertheless there remains an uncertainty within the wider community of what it is that librarians actually do.

As ALIA moves ahead into 1997, the crystal ball has become an essential component of the modern information professional's armoury. The library community can be confident that its Association remains well-placed to serve the diverse interests of its members as the detail of this annual report demonstrates.

Making headway in this new age requires the development of strong claims to a role for the information professional that reaches into the future. Many relevant issues were tackled during the year and the Association was diligent in promoting the interests of its library community. Regardless, the warning bells are ringing. Unless the profession is prepared to renew and update skills and demonstrate the necessary flexibility in its approach to library work, the future will be rife with lost opportunities. Consumers of information will be denied access to information, resulting in a society which is denied equity of access to information with the consequent impact on information literacy and the basic democratic rights of its citizenry.

In presenting the inaugural Australian Library Week Oration on 1 May 1996, Sir Anthony Mason said: 'The title to this oration, *Reading the future*, calls for a speaker with the qualities of a seer. Unfortunately, I am no Nostradamus. Yet reading the future is the challenge which now confronts libraries and library communities throughout the world.' Sir Anthony went on to speak about special challenges in relation to copyright in the brave new digitised world. Privacy, content regulation, preservation and censorship, together with copyright, continue to be big issues for the Association. New telecommunications policies which are impacting on the quality of digital connections, as well as their cost, have also featured on ALIA's 1996 advocacy schedule.

The Australian political landscape was substantially reshaped in March 1996 with the election of a Coalition Government — after thirteen years of Labor rule. This transition was a challenge for the Association as it immersed itself in the task of placing issues on the political agenda. ALIA received enthusiastic support from members of the new government but, as ever, faced the burden of converting enthusiasm to appropriate action. Disappointingly, the promise of over $11 million for public online services in libraries was reduced to $2 million in the August budget. This program, like many others, was the victim of budgetary cuts but, in spite of limited federal government financial support, local, territory and state governments have forged ahead with the development of online networks. These developments are demonstrating the important role for libraries in the digital world and are an inspiration to many within the library community.

As ALIA moves ahead into 1997, the crystal ball has become an essential component of the modern information professional's armoury. The library community can be confident that its Association remains well-placed to serve the diverse interests of its members as the detail of this annual report demonstrates.

Virginia Walsh

Virginia Walsh
Executive director

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Advocacy

The Association has been actively involved with advocacy and lobbying activities throughout 1996. The change of government in March presented new opportunities to promote the library and information sector — ALIA's list of government submissions provides an indication of the variety of issues dealt with during the year.

ALIA national office monitored all public policy developments of relevance to members. Reports were provided through regular articles in *inCite*, and a special feature on the Federal Budget was again circulated to all members. A number of initiatives were also undertaken during the year including the *Federal electoral strategy*, which targeted candidates during the lead-up to the Federal Election, the delivery of the *Lobby for libraries* program in capital cities and regional centres, promotional activities such as Australian Library Week and the biennial conference, and the direct lobbying of politicians and senior officials responsible for the variety of issues affecting the library sector.

Submissions to government

The Association made a number of submissions to government inquiries and Senate committees in 1996. They were:

Regulation of Content of Online Information and Entertainment Services *Australian Broadcasting Authority*

Education Broadband Strategy *Open Learning Technology Corporation (at request of Ministerial Council on Employment, Education, Training, and Youth Affairs)*

Framework and Strategies for Information Technology in the Commonwealth of Australia *Office of Government Information Technology*

Book Production in Australia *Industry Commission*

Senate Committee Inquiry into the Telstra (Dilution of Public Ownership) Bill 1996 *Senate Environment, Recreation, Communications and the Arts Reference Committee*

Internet content regulation *Standing Committee of Attorneys-General*

Enhancing teacher professionalism: Towards a new national forum for teacher professional associations *Ministerial consultation with Dr David Kemp*

Ministerial Council Review of National Industry Advisory Arrangements *Australian National Training Authority*

Standard Telephone Service Review Group *Department of Communication and Arts*

Telecommunication Access Public Inquiry *Austel*

Defence Efficiency Review *Department of Defence*

Information Industries Competitiveness Study *Information Industry Task Force*

Meetings with politicians

During 1996 the ALIA executive director met with many Members of Parliament and government officials to discuss issues of concern. These included:

- Senator Margaret Reid, President of the Senate
- Senator the Hon Richard Alston, Minister for Communications and the Arts
- Dr the Hon Carmen Lawrence, Shadow Minister for the Arts
- Senator the Hon Chris Schacht, Shadow Minister for Communications
- Mr Mark Latham, Shadow Minister for Local Government, Shadow Minister for Competition Policy and Assistant to the Shadow Treasurer.

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ALIA general councillor portfolios

ALIA General Council formally met on three occasions in 1996, and covered a broad range of policy issues using a portfolio allocation system successfully implemented in 1995. The portfolio holders, and their portfolio responsibilities were:

ALIA General Council meeting 13–14 March, ALIA House, Canberra

Helen Tait *(president)*
policy portfolios Inter-Association relations; image of the profession

Kerry Smith *(vice-president)*
policy portfolios Constitutional matters; Publications

Jan Gaebler *(immediate past president)*
policy portfolio Cross-sectoral issues
communication portfolios Special libraries; RAISS

Kay Poustie *(chair, Board of Education)*
policy portfolio Education and training

Joye Volker *(Australian Capital Territory)*
policy portfolio International relations
communication portfolio Remote/OPALS

Craig Grimison *(New South Wales)*
policy portfolio Copyright
communication portfolio UCRLS

Kaye Bartlett *(Northern Territory)*
policy portfolio Aboriginal and Torres Strait Islander affairs
communication portfolios Library technicians; Acquisitions

Jenny McCarthy *(Queensland)*
policy portfolio Membership
communication portfolio School libraries

Di Booker *(South Australia)*
policy portfolio Information literacy
communication portfolio TAFE

Dr Andy Smithies *(Tasmania)*
policy portfolio Competency standards
communication portfolio Health libraries

Jane King *(Victoria)*
policy portfolio Finance
communication portfolio Public Libraries

Jillian Beswick *(Western Australia)*
policy portfolios Information technology; Industrial relations and workplace issues
communication portfolio Children's and youth services

The conference of the International Congress on Archives immediately followed the IFLA Conference, at which ALIA's executive director gave a speech as the chosen IFLA representative of the international library community. The speech concerned the future of the library profession and opportunities for partnerships with archivists.

International activities

ALIA enjoys a high profile in international library affairs. The International Relations Committee (IRC) continues to have a comprehensive program of activities. In 1996, the International Relations Committee met three times — the major activities of the committee included the continued development of relations with regional library associations, a schedule of publications in *inCite*, the completion of the Professional Association International Development Scheme (PAIDS) project in conjunction with AusAID, and the development of a policy statement on the Association and international relations.

The membership of the IRC in 1996 reflected the breadth of interests in the Association and the co-operative nature of the Australian library community's international activities. Chaired by former Association president Bill Linklater, the committee's members were Warren Horton, director-general of the National Library of Australia (NLA) and treasurer of IFLA; Anthony Ketley, president of ALIA's Asia-Pacific special interest group; Helen Jarvis, head of the School of Library and Information Studies at the University of New South

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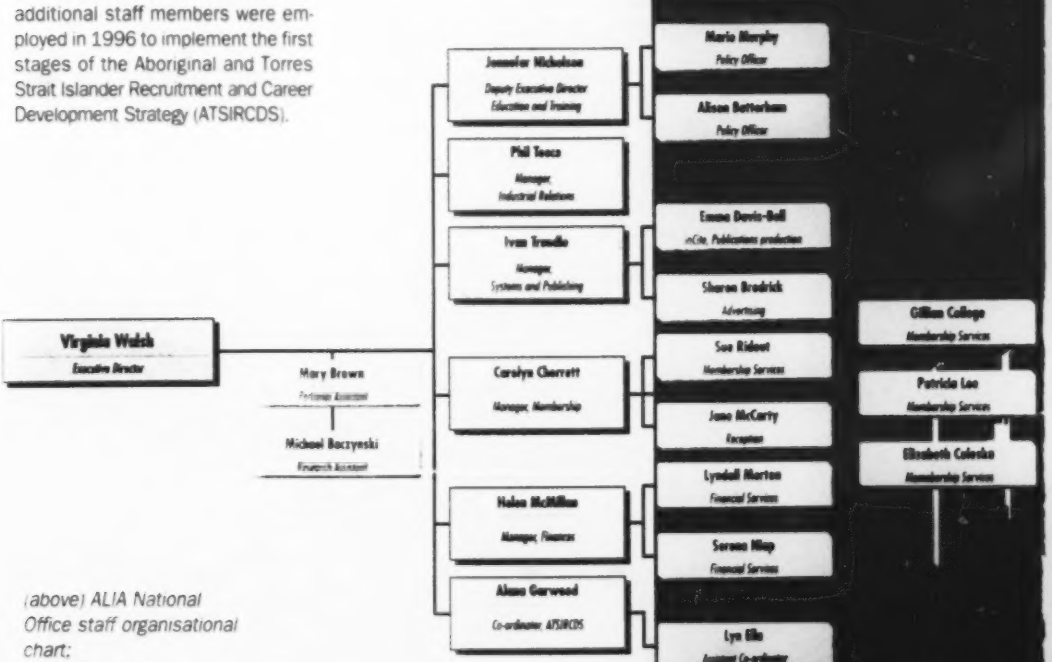
Wales; Robyn Stokes, Australian Library and Information International Services; and Virginia Walsh, ALIA executive director.

ALIA's executive director represented ALIA at the Conference of the International Federation of Library Associations (IFLA) in Beijing during August. The Conference of the International Congress on Archives (ICA) immediately followed the IFLA Conference, at which ALIA's executive director gave a speech as the chosen IFLA representative of the international library community. The speech concerned the future of the library profession and opportunities for partnerships with archivists. One of the visitors to the ALIA National Office in 1996 included the acting national librarian of Papua-New Guinea, Mr Daniel Paraide.

ALIA national office

Following a review of operational procedures and staff duties in the latter part of 1995, a number of changes were implemented in ALIA national office to streamline and enhance the levels of communication with members of the Association. These changes improved the workflow within the office and have allowed the Association's national office staff to be more responsive to the needs of members. Two additional staff members were employed in 1996 to implement the first stages of the Aboriginal and Torres Strait Islander Recruitment and Career Development Strategy (ATSIRCDS).

These changes improved the workflow within the office and have allowed the Association's national office staff to be more responsive to the needs of members.



(above) ALIA National Office staff organisational chart;
(right) ALIA House, Canberra

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Installation of new database software into the existing computer systems of ALIA National Office commenced in late 1996. When fully-implemented, the new database will provide enhanced reporting mechanisms enabling divisions to maximise opportunities for member recruitment and retention.

Membership

1996 saw an increase of 1.8% in total membership of the Association, with a slight change in the demographics of membership categories. A 2.9% increase in the personal member category was experienced in 1996, along with an increase of 1.6% in the institutional member category, resulting in a combined membership of these two categories of 7429 members. Reflecting a trend toward the movement of voucher-only membership to full institutional membership, the voucher-only category sustained a decrease of 8.0% to 670 members. Overall, membership of the Association increased from 7959 in 1995 to 8099 members in 1996.

The Mobile Libraries special interest group was formally dissolved at the July 1996 meeting of ALIA General Council. However the Association continues to be well-represented by 11 special interest groups.

The November 1996 meeting of ALIA General Council formally reinstated the Public Libraries section (national group) and dissolved the Education for the Library and Information Services section (NSW). Sections remaining active include Acquisitions, Cataloguers, Children's and Youth Services, Health Libraries, Information Science, Library Technicians, Local Studies, Public Libraries, Reference and Information Services, School Libraries, Special Libraries, Technical and Further Education, and University, College and Research Libraries. Highlighting the breadth and variety of interests of ALIA members, 110 divisions of the Association were active in 1996.

Installation of new database software into the existing computer systems of ALIA National Office commenced in late 1996. When fully-implemented, the new database will provide enhanced reporting mechanisms enabling divisions to identify membership trends and to thus maximise opportunities for member recruitment and retention.

Education and training

In 1996 achievements were made in continuing professional development, and the higher education and vocational education and training sectors. The self-paced professional development courses offered in conjunction with Edith Cowan University proved very popular, with members from all states and territories, in urban and rural areas, taking advantage of both print and electronic delivery formats.

(l–r) Kay Poustie, Helen Tait, Cathy Scott and Jennefer Nicholson at the launch of the joint Australian Library and Information Association/Edith Cowan University professional development courses

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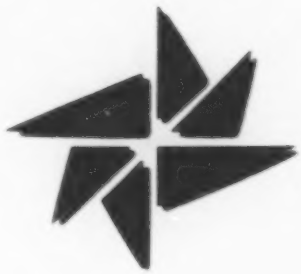
With the introduction of Certificate III and Diploma courses based on the national curriculum in library and information studies, the Association confirmed that graduates of a recognised Diploma course were eligible for library technician membership. The Association also worked with the Local Government Industry Training Company to develop a traineeship in library and information studies at the Certificate II level. The traineeship was accredited in December as the first traineeship specific to this sector and will enable trainees to meet entry requirements for the Certificate III course.

Topics covered at the October pre-conference meeting of ALIA Board of Education members with educators and practitioners included: teacher librarian education for the future, practical placements from the perspective of the student, educator and supporting practitioner, opportunities for collaboration, assessment of recognition of prior learning, and attitudes of school-leavers towards libraries. Those attending were very supportive of the opportunity the Association provides through these annual meetings for networking, discussing topical issues, and exchanging information. Kay Poustie, chair of the board since 1993, retired after completing six years with the Board.

ALIA General Council endorsed the revised *Education policy statements* which had been amended to strengthen reference to lifelong learning and to incorporate changes brought about through the national training agenda. The revised policy statement on the *Role of librarians and library technicians* was also endorsed by ALIA General Council.

1996 saw a number of changes to the industry training advisory body (ITAB) which represents the library and information services sector. At the beginning of the year Arts Training Australia, which covered the library and information sector, amalgamated with the Recreation ITAB to form the Culture and Recreation Education and Training Enterprise. The Association was a member of the national board. In November there was agreement by federal, state and territory ministers that the new ITAB cease at the end of 1996 and that a new ITAB, Culture Research Education and Training Enterprise be established. The Association is a member of the interim board for the new ITAB.

The Association was successful in securing funding from the Department of Employment, Education, Training and Youth Affairs to develop a strategy for recognition of prior learning at Library Industry Competency Levels A–D. Models suitable for on-the-job and off-the-job training environments have been trialled.



...the Association's industrial and workplace assistance program was well-used by members throughout 1996 ... it is quite clear that many employers are as appreciative of this service as are individual members.

Industrial relations

The year was again one of change in Australian employment. Election of a federal Coalition government in March saw new legislative proposals cast a shadow across the industrial relations landscape throughout the remainder of 1996. With passage of the *Workplace Relations Act* in November, a new framework for labour law was put in place. It is certain to guarantee further change to established practices in 1997 and beyond.

During the year, it became clear that a two-tiered labour market has developed across Australia. Part-time, casual and contract arrangements are replacing standard roles, and working time is polarised between those working very long hours and those who are underemployed and would like more work. Annual wage increases across all industries averaged 6 per cent in registered agreements, with wide diversity between sectors.

The industrial experience of ALIA members reflected these trends. The dominant feature of the labour market experience of members was its diversity. In the public sector generally, there was concern about a dearth of job op-

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portunities. The threats to members' security in these areas came less from their identity as librarians than from their location in parts of industry where policies for wholesale labour shedding were applied to all workers. Conversely, some employment agencies specialising in library placements, reported significantly increased private sector demand for library professionals, especially to fill short-term positions.

Against this background, the Association's industrial and workplace assistance program was well-used by members throughout 1996. Librarians in special and sole-person library and information services particularly sought direct help from the Association. In these cases, we were often able to assist members and their organisations to develop suitable conditions packages as the basis for employment contracts. It is quite clear that many employers are as appreciative of this role as are individual members. In more highly-regulated sectors, the Association was able to provide useful strategic advice for individuals and groups and in several instances worked effectively in co-operation with trade unions to achieve benefits for members.

The ALIA National Office took part in or conducted functions for ALIA divisions in many locations, including Armidale, Brisbane, Cairns, Canberra, Darwin, Hobart, Launceston, Melbourne, Sydney, Townsville and Rockhampton. Articles and papers on labour issues were regularly made available through *inCite*, the *Australian Library Journal* and elsewhere, and a major paper on Australia's changing industrial relations system was presented at ALIA's Biennial Conference.

In the ALIA National Office, a new enterprise flexibility agreement was drafted and negotiated with staff. It was approved by Commissioner Larkin of the Australian Industrial Relations Commission in August, making ALIA one of very few Australian organisations to have successfully finalised successive agreements of this type.

Awards

In 1996 a number of national Association awards were presented.

The Redmond Barry award recognising outstanding service to libraries and librarianship by a person ineligible for professional membership of the Association and not employed in a library was awarded to the Hon Barry Jones AO. Barry Jones was also awarded honoury membership of the Association.

The Redmond Barry award recognising outstanding service to libraries and librarianship by a person ineligible for professional membership of the Association and not employed in a library was awarded to the Hon Barry Jones AO. Barry Jones was also awarded honourary membership of the Association.

Fellowships were awarded to Angela Bridgland from Victoria, Frederick Charles (Andy) Exon from Western Australia, Eugenie Greig from New South Wales and Joyce Kirk, also from New South Wales, in recognition of their exceptional contributions to the field of library and information science.

The ALIA Manager of the Year award was awarded to Clare Body. The Study Grant Award was presented to Heather Fisher for her project *American and Canadian children's and young adult reading programmes*. The Metcalfe Medallion, which recognises an outstanding piece of work by a library and information studies student enrolled in an entry-level course, was awarded to Michael Cooper for his essay *Total quality management in library and information science*.

The HCL Anderson, the Ellinor Archer and Library Technician of the Year awards were not presented in 1996.

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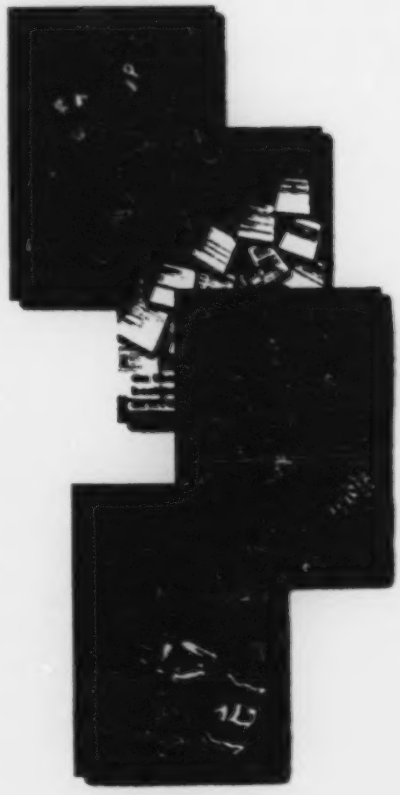
Publishing

1996 saw several changes in the design and management of *inCite*. The very popular *Events* and *ALIAppointments* sections, which previously had been printed as inserts, returned to the body of the magazine in January, a move which was welcomed by the readership. The move to full-colour production throughout the entire magazine was completed in July, coinciding with the special State Libraries feature. Full-colour production has allowed greater scope for the design and layout of *inCite* as well as offering advertisers the opportunity to stand out from the crowd. From June 1996 the *Webb's web* column, *Events* and selected *ALIAppointments* from each issue have been posted on the Internet via ALIAnet.



The Australian Library Journal was published quarterly in 1996, under the stewardship of a new editor, John Levett. A review of the direction and content of *ALJ* was carried out early in 1996, with the intent of producing a more contemporary edition of the journal by 1997. Minor changes were made to production processes in readiness for the 'new-look' edition.

Apart from the regular material produced and delivered to all ALIA members, a number of new publications were printed, some of which have attracted considerable interest. In 1996 the ALIA National Office published:

Vital Link: a contact list of ALIA office bearers

ALIA handbook 1995

Compulsory competitive tendering and public libraries: an ALIA occasional paper

Preservation of library materials in southeast Asia: issues, workshops and institutions: an ALIA occasional paper

Developing a profession of librarianship in Australia: travel diaries and other papers of John Wallace Metcalfe

Asian resources: a directory of databases on Asia accessible in Australia

Aboriginal and Torres Strait Islander recruitment and career development strategy survey report

An insight into competencies and competency standards (Competency standards and the library industry — workshop 1)

An introduction to levels of competency and the library industry Competency Standards (Competency standards and the library industry — workshop 2)

Workplace assessment and the library industry competency standards (Competency standards and the library industry — workshop 4)

Tips and tricks for new graduates

Apart from the regular material produced and delivered to all ALIA members, a number of new publications were printed, some of which have attracted considerable interest.

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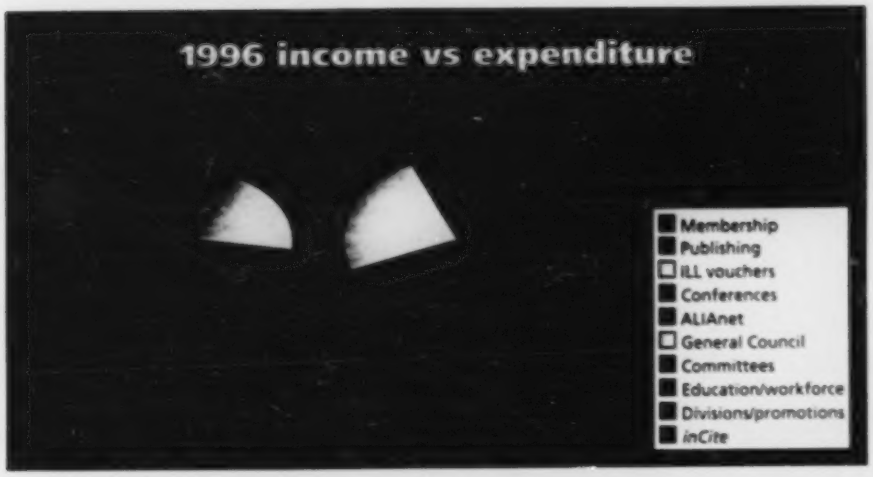
Association finances

At the end of ALIA's financial year on 31 December 1996, the Association had an operating surplus of $360 550, of which a significant proportion is held in division or conference accounts. A summary of income vs expenditure in the table indicates both the Association's income sources and where expenditure was allocated in 1996.



ALIAnet [http://www.alia.org.au]

Many exciting developments took place in 1996 centering on the Association's Internet service, ALIAnet. An expansion of the communication capabilities has enhanced the overall usefulness and reach of ALIAnet, and continued expansion of information available on the ALIAnet web site has brought extremely favourable comments from a diverse audience.

Listserv software was installed and configured with financial assistance from the Australian Serials Special Interest Group. The software has allowed members of the Association to create and maintain their own automated electronic mail discussion groups. Divisions of ALIA and committees of ALIA General Council have already set up and extensively use automated electronic mail discussion groups for their own purposes.

A number of enhancements to the World Wide Web pages of ALIAnet were made utilising automated scripting, which came on-line in the latter part of the year. Users can now browse the Association's site with drop-down menus, can send requests for information or apply for membership forms using electronic forms, and can update information already resident on the ALIAnet pages.

Furthering the accessibility to information, a search engine was installed and configured to assist with navigation and location of information within ALIAnet — a feature that users have found extremely beneficial. Offering yet another form of interactivity, a guestbook facility was installed onto ALIAnet to allow browsers of the site to leave comments. By the end of December, every comment [without exception] recorded in the guestbook extended extremely positive and glowing tributes to those who have contributed to the site, and to the information contained therein.

In December, Yanoula Fouras, a student of the Graduate Diploma of Information Management Course at RMIT, undertook a three-week industrial placement at

An expansion of the communication capabilities has enhanced the overall usefulness and reach of ALIAnet, and continued expansion of information available on the ALIAnet web site has brought extremely favourable comments from a diverse audience.

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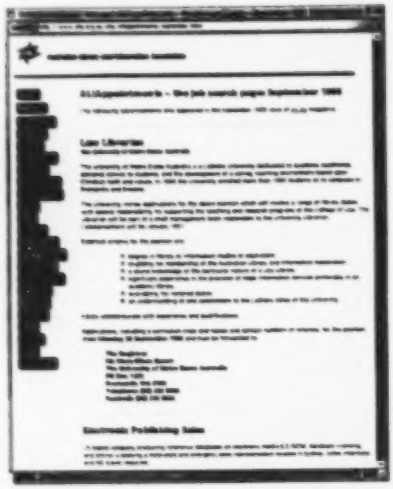

ALIA National Office working on the project *Analysis of ALIA's web site: ALIAnet*. The purpose of the project was to clearly identify the main aims of ALIAnet, and to analyse the site thoroughly to determine if these aims were being fulfilled. Yanoula's report disclosed that the information contained within ALIAnet was consistent with the aims of the site, and that the pages were well-patronised by those within the sector, both from Australia and overseas.

Throughout the year many of the Association's divisions added to the content of their pages and we welcomed a number of new divisions to the site, notably a number of the State Braches and their respective regional groups.

Indigenous people in the sector

A national co-ordinator and an assistant co-ordinator were appointed in January 1996 to manage the first stage of the implementation of the Aboriginal and Torres Strait Islander recruitment and career development strategy from the ALIA National Office. Key activities during 1996 were:

i. establishment of a national steering committee to oversee the project;

ii. the development of cultural awareness guidelines, a promotional video and brochures for distribution throughout the sector that would broaden awareness of the objectives of the strategy;

iii. liaison with employers in the library and information sector in Queensland, South Australia the Northern Territory, the Australian Capital Territory and New South Wales in order to generate support for the employment of indigenous trainees, cadets and scholars under the strategy;

iv. to undertake a survey of libraries throughout Australia to establish where, and how many Indigenous people, are employed in the library and information sector; and

v. the appointment of a consultant to evaluate the strategy.

The National Steering Committee, comprised of representatives from the indigenous community, the library and information sectors and the Department of Employment, Education, Training and Youth Affairs (DEETYA), was established in March 1996 to review and monitor the progress of the project, endorse claims for payment, prepare quarterly and annual progress reports for the Commonwealth and the ALIA executive and consider proposals for changes to the project. Three meetings were held during 1996.

Promotional activities focused on raising awareness of the strategy within the library and information sector and indigenous communities, via brochure and video distribution. Employers in Queensland, the Northern Territory, the Australian Capital Territory and New South Wales with a capacity to participate in the strategy were approached during the year, and consequently eight cadetship positions, one scholarship and twelve traineeship positions were identified for follow-up. Survey forms were posted to 591 university, technical and further education, public, state, national and government libraries. The responses received indicated that only 103 (0.03%) library employees were indigenous people. At the end of the year, a consultant was appointed to review the first year of the strategy.

The first year of the implementation of the strategy was very successful in generating awareness of the objectives of the strategy and in securing employment opportunities for indigenous people.

The first year of the implementation of the strategy was very successful in generating awareness of the objectives of the strategy and in securing employment opportunities for indigenous people. The promotional material that was developed and distributed proved to be a valuable mechanism for involving members in the implementation of the strategy. The success of this first stage signposts increasing employment and access, participation and representation of indigenous people in the library and information sector.

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Branch reports

A gathering of branch presidents at ALIA House, March 1996

Australian Capital Territory

Three themes summarise activities of the ALIA ACT Branch during 1996: professional development and support for branch members, participation in policy creation, and Internet expansion.

Professional development activities involved a number of initiatives during the year, these included the annual ACT ALIA Merit Awards, development of a marketing strategy, implementation of a mentoring scheme and the continued publication of the branch newsletter, *ProActive*. The ACT ALIA Merit Awards were awarded in 1996 to Susan Prentice and Jean Geue, publicly acknowledging and demonstrating peer recognition of excellence in ACT professional librarianship.

A key issue in 1996 was to better understand the Australian community perception of the library profession and from this understanding to develop a coherent marketing strategy. Considerable work in 1996 went into developing a mentoring program, aimed at providing new graduates with career development support as well as the encouragement to become active members of ALIA.

A priority for the branch in 1996 was to develop policies that encouraged greater involvement of members in branch activities. The branch responded to both the ACT Library Services Review and the Canberra Community Information Strategy, and took the opportunity to provide detailed input into the ALIA Strategic Planning process.

The branch also funded the development and distribution of free Macintosh and PC software to ACT branch members to facilitate access to the Internet via ALIAnet. Considerable work was undertaken during the year to both expand and enhance the branch's web pages.

New South Wales

On 1 May Sir Anthony Mason, chairman of the National Library of Australia Council and former Chief Justice of the High Court of Australia, delivered the inaugural Australian Library Week oration. His comments on the future direction of copyright law were widely-reported in the press, creating a high profile for Australian Library Week. Also during Australian Library Week, NSW branch brought Laurence Prusak and James Matarazzo from the United States to speak at a series of seminars on information and knowledge management.

On 1 May Sir Anthony Mason, chairman of the National Library of Australia Council and former Chief Justice of the High Court of Australia, delivered the inaugural Australian Library Week oration

Other activities for the year included an evening seminar with the Association of Company Directors, which was well-attended. The NSW branch was also pleased to host a ceremony conferring an ALIA Fellowship on a much-respected member and colleague, Associate Professor Joyce Kirk.

Helen Tait, ALIA president, and Virginia Walsh, ALIA executive director, attended the last branch meeting of the year and spoke about the future of the profession and the role that the branch and its members should play in the impending strategic review of library co-ordination and representation.

Peter Thompson, well-known Australian Broadcasting Corporation broadcaster, conducted an extremely successful and popular half-day seminar on communication strategies and techniques. The president of the branch also visited Bathurst on 21 September and facilitated a workshop on lobbying using the ALIA *Lobby for libraries* kit.

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The branch made submissions to Jane Diplock, director-general of NSW TAFE, expressing concerns about proposed restructuring of library and information courses.

Northern Territory

1996 was a year of refocusing for the NT branch. Better use was made of the branch newsletter, *Interface*, to publicise activities with the introduction of the president's column, more systematic reporting of branch-organised events and reports from council members.

Eric Wainwright from the National Library of Australia, Helen Tait, ALIA's president; Bea Donkin from the ALIA Victorian branch; and Phil Teece and Virginia Walsh from the ALIA National Office, presented or hosted talks, discussions, seminars and workshops throughout the year.

Promotional activities in the Territory included the publication of *Information centres in the Northern Territory*, the presentation of council's award for the most outstanding graduate student in Northern Territory University's Associate Diploma of Library Practice to Vincent Nott, and the organisation of four social events for members and friends. Other activities included the engagement of a professional consultant to assist in co-ordinating the Territory's 1997 Australian Library Week, and the provision of financial assistance to Darwin City Council enabling the production of *Libraries cover a lot of territory* promotional posters.

The branch provided assistance in the development of an entry-level course in library practice for library workers in remote Aboriginal communities through representation of industry training needs on the Northern Territory Cultural and Industries Training Advisory Board Inc.

Queensland

The Queensland branch's major achievement in 1996 was to implement a pilot mentoring program. Under the leadership of Jess Burke, the mentoring co-ordinating committee developed a framework for the program, designed surveys, agreements and promotional material that advertised for mentors and mentees. First-round participants had the opportunity to receive training from consultant, Deborah Johnson, at a special launch held in July. By the end of the year, eleven partnerships were in operation and doing well.

It was pleasing to note that ALIA membership in Queensland grew in 1996. The reinvigoration of the Darling Downs Regional Group, under the enthusiastic presidency of Taisoo Kim Watson contributed to this growth.

Australian Library Week was also one of the high points of the year, with a highly-successful launch in Townsville. The branch newsletter, *Quill*, continued to offer a valuable service to all Queensland members in 1996, with increased use being made of the ALIA[Q] web pages on the Association's Internet server, ALIAnet.

One goal for the year was to increase income from continuing education activities, in order to subsidise other priority programs such as the mentoring pilot and *Quill*. The branch was successful in achieving this goal through a series of activities designed to cater for as wide a membership base as possible. The branch ran seminars on committee effectiveness, HTML programming, the use of library competencies, team building and leadership as well as repeating the ever popular 'How to get that job' seminar.

It was pleasing to note that ALIA membership in Queensland grew in 1996. The reinvigoration of the Darling Downs Regional Group contributed to this growth.

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South Australia

The major issue tackled by the South Australian branch in 1996 was the establishment of the 1998 Conference committee and the consequent planning processes required for the hosting of ALIA's biennial conference. The branch co-hosted a reception at which Helen Tait, ALIA president, formally launched the first stage of the 1998 biennial conference. It was a glittering night for members, politicians and potential sponsors, and gave the conference a great start.

During the year the SA branch gave higher prominence to the recognition of outstanding achievement in the profession particularly and to the library and information sector generally. Merit awards were presented to Des Ross for his magnificent work in promoting public libraries through the Libraries Board, and to Gerrit Stafford for his contributions to academic librarianship specifically and to the Association generally. This process was continued at the branch annual general meeting with merit awards presented to Arthur Mortimer and Janice Nitschke.

For Australian Library Week a seminar was organised with Mal Bryce, formerly from Ipswich City Council, as the keynote speaker. The title of the seminar was *Internet and the local economy*, with a focus on the role of information and libraries in local economic development. The seminar was a lobbying exercise, aimed at people within the local government industry, and successfully attracted a wide and numerous audience, half of whom were from outside the library sector.

Tasmania

Another interesting year for the Association in Tasmania, with many activities achieving a great deal in bringing professional development to the Association's members.

The highlights of the professional development program for 1996 were a *Lobby for libraries* seminar presented by Sue Owen; a workshop from Guy Saint Clair on the promotion and measuring library performance; a Tasmania Online demonstration by Lloyd Sokvitne; and a web page creation workshop presented by Merry Joyce, Lyn Davies and Anne Hugo.

The celebration of Australian Library Week was very successful. Wayne Crawford from the *Mercury* opened the week at a function in the State Library, with an Australian Library Week display in the foyer providing an interesting backdrop to the opening.

Tasmania sections were active, with several well-attended and interesting events, including a visit from Phil Teece, ALIA's manager, personnel and industrial services, the *Lobby for libraries* seminar, and a government publications workshop.

The Library Technicians section, in its first year of operation, held several meetings and hosted a 'mini-conference' in Ross which attracted attendees from all over Tasmania. The conference was extremely successful and reinforced the growing strength of this section.

The Specials section also ran several activities and has begun preliminary planning for hosting the 1999 Specials Conference. The section combined with the branch to run the highly-successful Guy Saint Clair seminar and also organised several other meetings and library visits during 1996.

During the year the SA branch gave higher prominence to the recognition of outstanding achievement in the profession particularly and to the library and information sector generally.

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Victoria

The ALIA Biennial Conference was a highlight of activity within the Victorian branch in 1996. The work of the conference committee and the band of willing workers was rewarded by not only a professional conference but one that was successful for the Association financially. The branch was delighted that Clare Body was presented with the ALIA Manager of the Year award at the conference. The award of a Fellowship to Angela Bridgland was also a magnificent tribute, especially with many of her colleagues present from across Australia.

Australian Library Week was a success in May with greater activity than in previous years. The Victorian Treasurer and Minister for Multimedia, Alan Stockdale opened Australian Library Week in the gracious surrounds of the Parliamentary Library. The opening was cause for great pride with the presentation of the inaugural ALIA/FLIS awards for innovation. The Victorian and NSW branches co-hosted the Prusak and Mattarazzo seminar series during Australian Library Week and demonstrated the benefits of working across state borders.

The mentoring scheme continued to be a success in 1996 and the branch was delighted that so many other branches followed suit with similar schemes. The annual general meeting held early in the year was honoured to have Sir Gustav Nossal, a great supporter of libraries, as a special guest. Professional meetings, visits to regional groups, the updated *BranchOut*, and talks to students at schools of librarianship improved communication and brought the branch closer together.

The mentoring scheme continued to be a success in 1996 and the branch was delighted that so many other branches followed suit with similar schemes.

Western Australia

A number of major initiatives have contributed substantially to raising the profile of librarians and information workers in the local community.

1996 saw the most extensive media coverage of Australian Library Week ever in Western Australia. The branch had no less than six feature stories, and the entire education supplement for that week devoted to librarians and libraries.

The branch also launched a concerted lobbying campaign just prior to the federal election. A workshop on lobbying was conducted by ALIA's executive director, Virginia Walsh, during her visit and the branch targeted politicians to ensure that library views were well-represented.

Responses to major policy initiatives at state and federal level were provided by the branch, including the *Internet funding for public libraries* campaign, ALIA policy statements, and the *Technology Industry Advisory Council* report. At a local level, the branch examined the relationship between the Association and the Library and Information Service of Western Australia in detail, participating in LISWA's strategic planning process and discussing the role of ALIA's representative to the Library Board.

The continuing professional development committee had notable successes with the Internet Fair and subsequent subject-based sessions. The mentoring program continued to strengthen and expand its provision of an invaluable service to the younger members of the library profession.

The branch newsletter, *Biblia*, continued as the backbone of activities throughout the year, supplemented by the establishment of branch web pages on the Internet.

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The gathering of librarians who met in Melbourne in 1896 for the first Australian Library Conference would have been bewildered by the role of 1996 technology in the Centennial 1996 conference ... but would have recognised many of the general topics covered.

ALIA Centennial Conference

The gathering of librarians who met in Melbourne in 1896 for the first Australian Library Conference would have been bewildered by the role of 1996 technology, both in conference content and in the Trade Exhibition, but they would have recognised many of the more general topics covered at the conference, and with the focus a profession looking to the future.

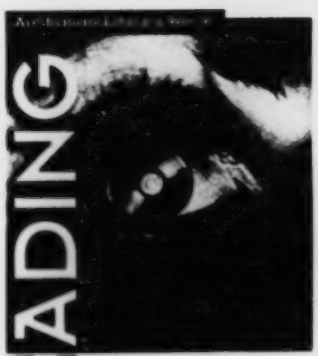
The conference theme — *Reading the future* — was picked up in each day of the conference, at an international/global level, at community level, and at the level of the individual. After a powerful opening presentation from Warren Horton, director-general of the National Library of Australia, which placed the conference at the end of a century of Australian library history, and on the threshold of the twenty-first century, other keynote speakers read their view of the future of society, of arts and the media, of government, of management and of the legacy of Australian history, both indigenous and immigrant. Overseas speakers included Charles Landry, British social planner, and Robert Wedgeworth, president of International Federation of Library Associations and Institutions.

Parallel sessions allowed themes to be developed in more detail, and workshops before and after the conference allowed special interest groups to meet and cover specialist needs. Conference tours to a range of Melbourne libraries were a very popular activity, and the conference exhibition was also successful, with exhibitors appreciating the delegates using the exhibition space for conference breaks.

Budget forcasting for the conference was difficult due to a number of factors, but a last-minute swelling in registations and success in obtaining sponsorship meant that the Association benefitted financially more substantially than originally provided for. The Association will carefully monitor the changing role of conferences and plan to ensure an appropriate balance between specialist needs and general professional development and interchange.

The conference was exceptionally well-served by Convention Network, and by the willing commitment of volunteer effort on the part of members over several years of lead-up planning, and at the conference itself.

Australian Library Week



The theme for Australian Library Week 1996 was *Reading the future*, the same as that of the ALIA biennial conference. Promotional material was produced and made available: two posters, two bookmarks, two postcards, balloons and a sticker design were developed and printed for sale and distribution. An order form containing colour reproductions of all Australian Library Week material available and an outline of activities planned for each state and territory was distributed in the March issue of *inCite*. Australian Library Week starter kits were sent to all ALIA branches to assist in promotional activities and celebrations.

As in 1995, postcards were distributed through Avant Card to ensure that coverage of Australian Library Week reached beyond the profession. This supplemented the promotional work undertaken by ALIA's national office and divisions.

The inaugural Australian Library Week oration was delivered by Sir Anthony Mason. Hosted by the New South Wales Branch, the oration was one of a number of exciting activities organised to celebrate Australian Library Week around the country. All sectors of the profession involved themselves in Australian Library Week 1996 participating in activities that were both many and varied. The July and August 1996 issues of *inCite* featured reports of just some of these activities.

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1996 calendar of ALIA events

January

ALIA Study Grant Award (recipient: Margaret Small)

Compulsory competitive tendering and public libraries: an ALIA occasional paper published

Preservation of library materials in south-east Asia: issues, workshops and institutions: an ALIA occasional paper published

February

6 International Relations Committee meeting

8–9 ALIA Board of Education meeting

21 *Lobby for Libraries* seminar, Hobart, Tasmania

21 *Lobby for Libraries* seminar, Launceston, Tasmania

March

14–15 ALIA General Council meeting

May

1 Australian Library Week oration (Sir Anthony Mason)

5–11 Australian Library Week

6 ALIA/FLIS awards for Innovation presented (recipients: Clare Body, David Lloyd, Holmsglen Institute of TAFE, Nola Smoulders, Gay Sussex, Lisa Smith and Baniela Shinners)

8 Metcalfe Medallion (recipient: Michael Cooper)

20 *Lobby for Libraries* seminar, Wagga Wagga, New South Wales

June

6–7 ALIA Board of Education meeting

11 International Relations Committee meeting

17 Information Technology and Telecommunications Committee meeting

17 By-laws and Regulations Committee meeting

19 Copyright Committee meeting

Many relevant issues were tackled during the year and the Association was diligent in promoting the interests of its library community.

(above) Sir Anthony Mason and a large audience at the inaugural Australian Library Week Oration held in the State Library of NSW

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1996 was notable for work done on future planning for our Association, which will provide an ideal platform for us to plan for the future needs of the sector generally.

1996 calendar of ALIA events *(continued)*

July

2	*Lobby for Libraries* seminar, Adelaide, South Australia
18–19	ALIA General Council meeting

August

9	*Developing a profession of librarianship in Australia: Travel diaries and other papers of John Wallace Metcalfe*, edited by W Boyd Rayward, launched

September

18	*Lobby for Libraries* seminar, Alice Springs, Northern Territory
19	*Lobby for Libraries* seminar, Darwin, Northern Territory
26–27	ALIA Board of Education meeting

October

2	By-laws and Regulations Committee meeting
6–11	ALIA Biennial Conference, Melbourne
7	*Lobby for Libraries* seminar, Melbourne, Victoria
10	ALIA Manager of the Year Award (recipient: Clare Body)
10	ALIA fellowship (recipient: Angela Bridgland)
22	International Relations Committee meeting
	Asian resources: A directory of databases on Asia accessible in Australia published

November

20–22	ALIA General Council meeting
22	Redmond Barry Award (Hon Barry Jones)

December

2	Information Technology and Telecommunications committee meeting
17	ALIA Fellowship (recipient: Joyce Kirk)

ALIA president Helen Tait presenting the 1996 Redmond Barry Award to the Hon Barry Jones

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The Australian Library and Information Association

1996
Financial statements

ALIA general councillors' report

The councillors present their report on the Australian Library and Information Association's *[the Association]* accounts for the year ended 31 December 1996.

General councillors

The following persons hold office as general councillors of the Association at the date of this report:

Ms Kerry Smith	Ms Kaye Bartlett	Mr John Shipp	Ms Joye Volker
Ms Helen Tait	Ms Jillian Beswick	Ms Colette McCool	Ms Christine Richardson
Ms Di Booker	Mr Trevor Wakely	Mr Craig Grimison	Ms Suzanne Davies

Principal activity

The principal continuing activity of the Association during the past year was representing the interests of members engaged in the library and information science profession.

Results

	1996 $	*1995* $
Operating surplus	***360 550***	***418 276***

Review of operations

The operations of the Association continue to be based on representing the interests of members engaged in the library and information science profession. The results of these operations are considered to be satisfactory.

Matters subsequent to the end of the financial year

At the date of this report there is no matter or circumstance which has arisen since 31 December 1996 that has significantly affected or may significantly affect the operations in financial year subsequent to 31 December 1996 of the Association, the results of those operations or the state of affairs of the Association.

General Council meetings

General Council met on three occasions during the year ended 31 December 1996. The following table sets out the number of General Council meetings attended by each councillor.

Full meetings of General Council

Ms Helen Tait	3	Ms Jan Gaebler	3	Ms Kerry Smith	3
Mrs Kay Poustie	2	Mr Craig Grimison	3	Ms Kaye Bartlett	3
Ms Jenny McCarthy	3	Ms Joye Volker	2	Ms Di Booker	3
Dr Andy Smithies	3	Ms Jane King	3	Ms Jillian Beswick	3

General councillors' benefits

Since 31 December 1995, no councillor of the Association has received, or become entitled to receive, a benefit because of a contract that the councillor, a firm with which the councillor is a member, or an entity in which the councillor has a substantial financial interest, has made during the year ended 31 December 1996, or at any other time with the Association.

For and on behalf of the Council

Signed at Canberra this eighteenth day of May 1997

K Smith
President

H Tait
Immediate past president

C Grimison

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Information on 1997 ALIA general councillors

Kerry Smith

BAppSc(LS) MA(STP) AALIA
President
Serving sixth year on General Council

John Shipp

BA DipEd GDipArchAdmin ALAA
Vice-president
First year on General Council

Helen Tait

BA DipNZLS FNZLA AALIA
Immediate past president
Serving third year on General Council

Colette McCool

BA GDipLib GDipTESL GDipAd GDipSnrExecMgt MIM AALIA
Chair of the ALIA Board of Education
First year on General Council

Di Booker

BA(LibSt) GDipEd(ETA) ALAA
General Councillor representing South Australia
Serving fourth year on General Council

Craig Grimison

BA(Lib) DipTertEd AALIA
General Councillor representing New South Wales
Serving second year on General Council

Kaye Bartlett

AssocDipLibPrac ALIATec
General Councillor representing the Northern Territory
Serving second year on General Council

Joye Volker

MLibSc BSc ALAA
General Councillor representing Australian Capital Territory
Serving second year on General Council

Jillian Beswick

BA GDipLib AALIA
General Councillor representing Western Australia
Serving second year on General Council

Christine Richardson

ALAA
General Councillor representing Tasmania
First year on General Council

Trevor Wakely

BSocSc DipLib ALAA
General Councillor representing Victoria
First year on General Council

Suzanne Davies

BAppSc GDipLS ALAA
General Councillor representing Queensland
First year on General Council

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Auditor's report

Scope

We have audited the financial statements of the Australian Library and Information Association (incorporated by Royal Charter) *[the Association]* for the year ended 31 December 1996 as set out on schedules 1 to 4. The financial statements consist of a balance sheet as at 31 December 1996, and an income and expenditure statement for the year ended 31 December 1996. The Association's executive director is responsible for the preparation and presentation of the financial statements and the information contained therein. We have conducted an independent audit of the financial statements in order to express an opinion on them to the members of the Association in accordance with by-law 43 of the Royal Charter. We have obtained all the information and explanations we have requested.

Our audit has been conducted in accordance with Australian Auditing Standards to provide reasonable assurance as to whether the financial statements are free of material mis-statement and whether the membership and other records have been properly kept. Our procedures included examination, on a test basis, of evidence supporting the amounts and other disclosures in the financial statements, and the evaluation of accounting policies and significant accounting estimates. These procedures have been undertaken to form an opinion as to whether, in all material respects, the financial statements are presented fairly in accordance with Accounting Standards, other mandatory professional reporting requirements, being Urgent Issues Group Consensus Views, and the Royal Charter, so as to present a view which is consistent with our understanding of the Association's state of affairs and the results of its operations and cashflows.

The audit opinion expressed in this report has been formed on the above basis.

Audit opinion

In our opinion:

(a) the financial statements, which are in agreement with the books and records of the Association, are properly drawn up:

  (i) so as to give a true and fair view of the state of affairs of the Association at 31 December 1996 and its results and cash flows for the year ended on that date; and

  (ii) in accordance with applicable accounting standards and other mandatory professional reporting requirements; and

(b) the membership and other accounting records required to be kept by the Association have been properly kept in accordance with the provisions of the by-laws of the Association.

Price Waterhouse

Price Waterhouse
Chartered accountants

M J Empson
Partner

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ALIA general councillors' statement

In the opinion of the ALIA general councillors:

(a) the accounts of the Association set out on schedules 1 to 4 are drawn up so as to give a true and fair view of:

(i) the state of affairs at 31 December 1996 and the result and cash flows for the financial year ended on that date of the Association; and

(ii) are in accordance with the by-laws of the Association.

(b) at the date of this statement there are reasonable grounds to believe that the Association will be able to pay its debts as and when they fall due.

The accounts are drawn up in accordance with applicable accounting standards.

For and on behalf of the council

Signed at Canberra this eighteenth day of May 1997

K Smith
President

H Tait
Immediate past president

C Grimison

Income and expenditure statement

year ended 31 December 1996

	notes	*1996*	*1995*
		$	*$*
Operating surplus before abnormal item	3(a)	360 550	389 965
Abnormal item	3(b)	-	28 311
Operating surplus		**360 550**	**418 276**
General fund at 31 December 1995		3 099 609	2 681 333
General fund at 31 December 1996		**3 460 159**	**3 099 609**

The above income and expenditure statement is to be read in conjunction with the accompanying notes.

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Balance sheet

as at 31 December 1996

	notes	1996 $	1995 $
Current assets			
Voucher fund investments	1(j)	3 019 330	3 033 177
Short-term deposits	4	1 319 876	968 999
Cash at bank and on hand	4	795 544	1 062 641
Stock on hand		34 906	42 965
Debtors and prepayments	5	156 614	188 485
Other		50 000	-
Total current assets		**5 376 270**	**5 296 267**
Non-current assets			
Property, plant and equipment	6	2 777 102	2 908 657
Total assets		**8 153 372**	**8 204 924**
Current liabilities			
Lease liability	7	9 036	9 947
Redeemable vouchers	1(j)	3 019 330	3 033 177
Creditors and accruals		129 547	445 233
Employee benefits		69 874	47 525
Other	8	93 627	213 162
Total current liabilities		**3 321 414**	**3 749 044**
Non-current liabilities			
Lease liability	7	19 734	6 498
Secured loan	9	1 300 000	1 300 000
Employee benefits		27 480	25 188
Total non-current liabilities		**1 347 214**	**1 331 686**
Total liabilities		**4 668 628**	**5 080 730**
Net assets		**3 484 744**	**3 124 194**
Members' funds			
General fund		3 460 159	3 099 609
Capital reserve account		24 585	24 585
Total members' funds		**3 484 744**	**3 124 194**

The above balance sheet should be read in conjunction with the accompanying notes.

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Statement of cashflows

year ended 31 December 1996

	notes	1996 $	1995 $
Cashflows from operating activities			
Receipts from members and customers		2 640 831	2 729 178
Payments to members, suppliers and employees		(2 713 174)	(2 142 313)
Interest received		376 744	362 687
Interest paid		(130 167)	(105,848)
Income tax refunded		–	124 896
Grants received		39 981	77 518
Net cashflow from operating activities	10	**214 215**	**1 046 118**
Cashflows from investing activities			
Payments for property, plant and equipment		(88 987)	(102 862)
Proceeds from sale of property, plant and equipment		21 000	3 880
Payments for deferred asset expenditure		(50 000)	–
Net cashflow from investing activities		**(117 987)**	**(98 982)**
Net cashflow from financing activities			
Repayment of lease liability		(12 448)	(33 263)
Repayment of secured loan		–	(100 000)
Net cashflow from financing activities		**(12 448)**	**(133 263)**
Net increase/decrease in cash held		**83 780**	**813 873**
Cash at beginning of financial year		2 031 640	1 217 767
Cash at end of financial year	4	**2 115 420**	**2 031 640**

The above statement of cashflows should be read in conjunction with the accompanying notes.

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Notes to and forming part of the accounts

for the year ended 31 December 1996

1. Summary of significant accounting policies

The principal accounting policies adopted in preparing the financial statements of the Association are stated to assist in a general understanding of these financial statements. The financial statements have been made out in accordance with the requirements of Royal Charter, Australian Accounting Standards and Urgent Issues Group Consensus Views.

(a) Basis of accounting

The accounts have been prepared on the basis of historical cost and except where stated, do not take into account current valuations of non-current assets. Non-current assets are revalued from time-to-time as considered appropriate by the general councillors. The general councillors have not adopted a policy of revaluing non-current assets on a regular basis.

(b) Income tax

The Australian Library and Information Association is considered to be a non-profit organisation established for community service purposes and is exempt from income tax under subparagraph 23(g)(v) of the *Income Tax Assessment Act 1936*.

(c) Depreciation

Depreciation is calculated so as to write-off the net cost of each non-current asset during its expected useful life. Additions are depreciated from the month in which they were acquired.

(d) Stock valuation

Stock consisting of publications are stated at the lower of cost and net realisable value. Cost for Association publications includes direct material and labour and is assigned to individual items of stock on the basis of average costs. Purchased publications are valued at actual cost.

(e) Employee benefits

Liabilities for employees' entitlements to wages and salaries, annual leave, sick leave and other current employee entitlements are accrued at nominal amounts calculated on the basis of current wage and salary rates. Liabilities for other employee entitlements which are not expected to be paid or settled within twelve months of balance date are accrued at the present value of future cashflows.

(f) Valuation of non-current assets

Leasehold land and buildings are carried at cost. Where the carrying amount of an individual non-current asset is greater than the net amount expected to be recovered through the nominal net cash inflows arising from their continued use and subsequent disposal *(recoverable amount)*, the asset is revalued to its recoverable amount. The decrement is recognised as an expense in the statement of income and expenditure.

(g) Foreign currency

Transactions denominated in a foreign currency are converted at the exchange rate at the date of transaction. Foreign currency receivables and payables at balance date are translated at exchange rates at balance date.

(h) Conferences

Expenditure incurred before the financial year end relating to any future conference is included in the balance sheet as a prepayment or deferred revenue to be expensed or earned in the accounts of the year in which the respective conference is held.

(i) Leased non-current assets

A distinction is made between finance leases which effectively transfer from the lessor to the lessee substantially all the risks and benefits incidental to ownership of leased non-current assets (finance leases), and operating leases under which the lessor effectively retains all such risks and benefits.

Where a non-current asset is acquired by means of a finance lease, the minimum lease payments are discounted at the interest rate implicit in the lease. The discounted amount is established as a non-current asset at the beginning of the lease term and amortised on a straight line basis over its expected economic life. A corresponding liability is also established and each lease payment is allocated between the principal component and the interest expense.

(j) Redeemable vouchers

The Association is responsible for controlling funds raised by way of the issue of vouchers which are redeemable to the holder on presentation to the Association. Funds received from the issue of redeemable vouchers are placed in interest-bearing deposit accounts or other interest-bearing marketable securities.

(k) Cash

For purpose of the statement of cashflows, cash includes deposit at call which are readily convertible to cash on hand and which are used in the cash management function on a day-to-day basis, net of outstanding overdrafts. Because of the nature of cash held on deposit to redeem vouchers, cash included in the voucher fund investment does not meet the definition of cash.

(l) Comparative figures

Where necessary, comparative figures have been adjusted to conform with changes in presentation in the current year.

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2. Operating revenue

	1996 $	1995 $
Subscription and sales revenue	2 348 837	2 236 911
Other revenue		
Rental income received/receivable	357 708	299 230
Interest received/receivable	376 744	362 687
Proceeds on sale of non-current asset	21 000	3 880
	3 104 289	**2 902 708**

3. Operating surplus

(a) Operating surplus before abnormal items is arrived at after crediting and charging the following specific items:

Credits		
Interest received/receivable		
Non-related persons and/or corporations	376 744	362 687
Profit/(loss) on sale of non-current asset	4 843	(7 655)
Rent received/receivable		
Non-related persons and/or corporations	357 708	299 230
Charges		
Interest paid/payable		
Non-related persons and/or corporations	130 167	105 848
Depreciation		
Buildings	96 231	96 231
Plant and equipment	91 448	101 152
Total depreciation	**187 679**	**197 383**
Amortisation		
Plant and equipment under finance leases	16 706	25 569
Other provisions		
Employee entitlements	(24 641)	(13 010)
Remuneration of auditors		
Amounts received, or due and receivable, by the auditors for auditing the accounts of the Association for year ended 31 December 1996	19 500	18 000
Other services	5 500	5 300

(b) Operating surplus is arrived at after crediting the following abnormal item:

Refund of taxes paid and interest thereon (Due to tax-exemption status granted)	–	28 311

4. Cash at bank and on hand

ALIA national office	184 785	416 484
Branches	164 682	174 718
Sections	152 000	154 682
Conferences	294 077	316 757
	795 544	**1 062 641**

The above figures do not include cash which is part of the voucher fund investments and are reconciled to cash at the end of the financial year as shown in the statement of cashflows as follows:

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	1996 $	1995 $
Balances as above	795 544	1 062 641
Add: Short-term deposits	1 319 876	968 999
Balances per statement of cashflows	**2 115 420**	**2 031 640**

5. Debtors and prepayments

Debtors and prepayments	55 030	57 005
Less: Provision for doubtful debts	(4 220)	(2 700)
Other debtors	105 804	134 180
	156 614	**188 485**

6. Property, plant and equipment

Property, plant and equipment are included in the accounts on the following basis:

	cost $	*accumulated depreciation or amortisation* $	*net book value 1996* $	*net book value 1995* $
Leasehold land	232 187	–	232 187	232 187
Leased assets	65 382	26 671	38 711	17 101
Building	2 999 914	701 454	2 298 460	2 414 151
Computer equipment	390 309	301 879	88 430	97 360
Office furniture and equipment	240 389	121 075	119 314	141 751
Motor vehicles	–	–	–	6 107
	3 928 181	**1 151 079**	**2 777 102**	**2 908 657**

7. Lease liability

Commitments in relation to finance leases are payable as follows:

	1996 $	1995 $
Not later than one year	9 036	9 947
Later than one year, but not later than two years	2 829	6 498
Later than two years, but not later than five years	16 905	–
Minimum lease payments	**28 770**	**16 445**
Less: Future finance charges	–	–
Provided for in accounts	**28 770**	**16 445**
Representing lease liabilities		
current	9 036	9 947
non-current	19 734	6 498
	28 770	**16 445**

8. Other liabilities

Deferred income	85 533	213 162
Provision for FBT	8 094	–
	93 627	**213 162**

9. Secured loan

The loan is for a four-year period expiring in 2000 and is secured by a registered mortgage over Block 72, Section 35, Deakin ACT.

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10. Reconciliation of net cashflow from operating activities to operating surplus after income tax

	1996 $	*1995* $
Net cashflow from operating activities	214 215	1 046 118
Depreciation	(187 679)	(197 383)
Amortisation	(16 706)	(25 569)
Profit/(loss) on sale of non-current assets	4 843	(7 655)
Change in operating assets and liabilities		
Increase/(decrease) in debtors and prepayments	(31 871)	(183 177)
Increase/(decrease) in stock on hand	(8 059)	4 768
Decrease/(increase) in creditors and accruals	315 686	32 534
Decrease/(increase) in other operating liabilities	(49 414)	(38 198)
Decrease/(increase) in provision for income tax	(8 094)	–
Decrease/(increase) in provision or deferred tax liability	127 629	(213 162)
Operating surplus after income tax	**360 550**	**418 276**

11. Related parties

Councillors

The names of persons who were councillors of the Association at any time during the year are as follows: K Smith, J Gaebler, K Poustie, C Grimison, J Beswick, H Tait, J McCarthy, K Bartlett, J King, D Booker, A Smithies.

Remuneration, retirement benefits and services agreements

Councillors receive no remuneration or retirement benefits for their services from the Association. The only transactions the councillors had with the Association were the normal transactions of members or customers of the Association, made on terms and conditions applicable to members and customers.

12. Segment information

The Australian Library and Information Association operates predominately in the library and information science industry and within the Australian region.

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Appendix

Detailed income and expenditure statement by program

year ended 31 December 1996

	1996 $	*1995* $
Membership		
Income	1 198 183	1 165 925
Expenditure	(221 377)	(222 856)
Membership surplus	976 806	943 069
ALIA Press Board		
Income	91 988	41 350
Expenditure	(81 859)	(65 762)
ALIA Press Board surplus/(deficit)	10 129	(24 412)
inCite		
Income	241 009	201 052
Expenditure	(380 764)	(356 511)
inCite deficit	(139 755)	(155 459)
Conference		
Income	425 114	434 731
Expenditure	(326 109)	(239 145)
Conference surplus	99 005	195 586
Australian Library Journal		
Income	74 348	71 643
Expenditure	(50 805)	(66 747)
ALJ surplus	23 543	4 896
ILL voucher system		
Income	427 158	416 624
Expenditure	(75 744)	(73 597)
ILL voucher system surplus	351 414	343 027
ALIAnet		
Income	4 596	10 000
Expenditure	(84 433)	(84 455)
ALIAnet deficit	(79 837)	(74 455)
General Council		
Income	9 842	6 525
Expenditure	(235 572)	(224 403)
General Council deficit	(225 730)	(217 878)
Committees		
Committees deficit	(87 886)	(78 151)

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		1996 $	1995 $
Education and training			
	Income	15 513	8 280
	Expenditure	(340 276)	(352 441)
	Education and training deficit	(324 763)	(344 161)
Awards/promotions/Australian Library Week			
	Income	30 296	37 028
	Expenditure	(119 649)	(146 037)
	Awards/promotions/Australian Library Week deficit	(89 353)	(109 009)
Division services			
	Income	75 742	130 360
	Expenditure	(92 473)	(118 001)
	Division services (deficit)/surplus	(16 731)	12 359
ALIA House			
	Income	357 708	299 230
	Expenditure	(357 708)	(299 230)
	ALIA House surplus/(deficit)	–	–
Total program surplus		**496 841**	**495 412**
Add:	Other income	152 792	51 649
	Administration expenses	(289 083)	(157 096)
Operating surplus before income tax		**360 550**	**389 965**

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